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FALL FESTIVAL OF TRAINING

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San Diego, Calif.

EXCELLENCE IN GOVERNMENT WEST

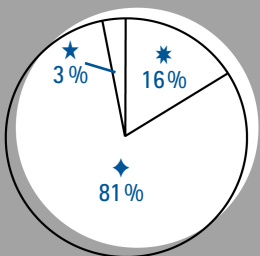
December 3-5, 2003
San Diego, Calif.

STATS

Profile of Federal Employees

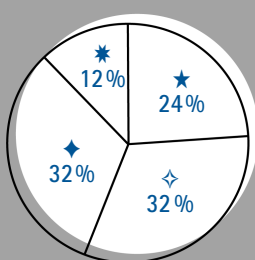
The Office of Personnel Management annually profiles the typical federal employee. Here are the 2003 statistics:

- Average age: 47
- Average length of service: 17 years
- Disabled: 7%
- Retired military: 4%
- Average GS grade: 10
- Managers/supervisors: 11%
- Bachelor's degree or higher: 41%



GEOGRAPHICAL

- ★ Foreign locations
- ★ Washington, D.C.
- ◆ Other U.S. locations



OCCUPATIONAL

- ★ Professional white collar
- ◆ Administrative white collar
- ◆ All other white collar
- ★ Blue collar

Graduate School and Technology



Graduate School staff members Deborah Howie, Candy Bair and Dennise Orlando are building the Blackboard sites for our open-enrollment courses.

Open-Enrollment Courses to Use Blackboard

The Graduate School's Curriculum and Product Development Center (CPDC) is currently building Blackboard sites for all open-enrollment courses. The first three completed are OMB Circular A-76: Performance of Commercial Activities, Human Resources Management for Supervisors and Managers and Basic EEO Counseling. Dennise Orlando is managing the instructional design of the sites, and Candy Bair is in charge of the technical aspects. Also assisting are staff members Michael Fernandez, Deborah Howie and intern Ed Scuderi. CPDC plans to roll out one course per week on Blackboard.

The Blackboard site for the Graduate School's new course, OMB Circular A-76: Performance of Commercial Activities, includes a "check your knowledge" exercise, FAQs, Web links to reference material and relevant articles and a discussion board for participants to post questions or to share "best practices." Upon course completion, students may refer to the site for current reference materials.

For the course, Human Resources Management for Supervisors and Managers, the Blackboard site contains a Learning Resource Center, where present and former students can access the current syllabus, Web links for the major topics covered in the course and an up-to-date bibliography.

These two examples illustrate how the use of the Blackboard site can both supplement the Graduate School's open-enrollment curriculum and enhance the participant's experience.

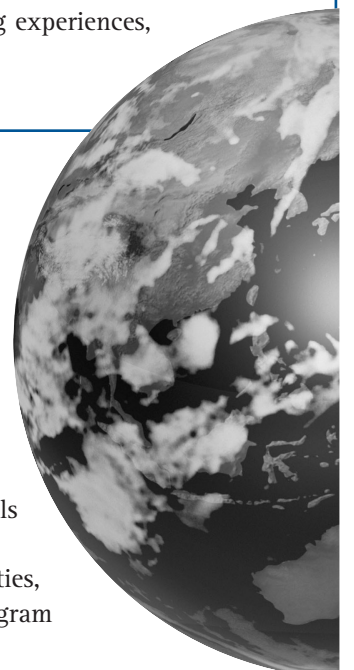
Graduate School Markets Training via Technology

Graduate School staff members Judy Tabachow and Harry Jenkins have developed creative scenarios to present to clients or at conferences on how the tools of technology can enhance the learning experience. One presentation focuses on easy tools to use in training sessions. Another describes how technology-based methodologies can make classroom training more invigorating and meaningful. For example, Judy and Harry used a cooking theme: different technology-based ingredients are stirred into a class-based dish. Volunteers participate in role playing as chefs. By applying these "recipes" to their own learning experiences, students learn what works and what does not work in particular situations.

International Visitors

The Department of State's Bureau of Educational and Cultural Affairs recently awarded a grant to the Graduate School's International Institute to become a national program agency for their International Visitor Program. The program's purpose is to promote international understanding through observational learning visits that reflect the visitors' professional interests. Our embassies select the participants, who are experts in government, media, education, science, labor relations and the arts.

The Institute staff is coordinating the orientations and itineraries for these individuals or groups nationwide with the State Department's Office of International Visitors and Councils for International Visitors. Participants will spend up to four weeks in communities, attend cultural events, make presentations and meet with experts in their fields. The program begins this fall.



Source: Office of Personnel Management

Faculty Profiles



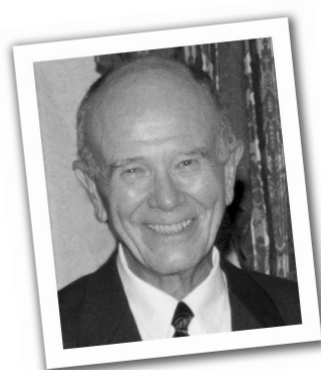
Sebastian Lorigo

Sebastian Lorigo has parlayed his interest in investigative accounting into a career in criminal investigative work. Retired from federal service, Sebastian now works in the Office of Integrity and Oversight of the chief financial officer of the District of Columbia government.

With an undergraduate major in accounting from Philadelphia University and a masters degree in business administration from Widener

University, Sebastian first worked for Arthur Young and then in the Philadelphia field office of the Internal Revenue Service, where he found criminal investigations more interesting. Moving on to IRS headquarters in Washington, he employed his new skill to large cases of corporate tax fraud and, later, cases of criminal tax fraud for the inspector general community. At the IRS he developed a forensic computer lab; this technology twist enabled his office to detect fraud more quickly. The goal is prevention, “before they get out the door.”

Annually, Sebastian teaches six or seven courses for the Graduate School across the United States. He is an instructor in forensic accounting in the criminal justice graduate program at George Washington University and has taught for the governments of St. Thomas in the U.S. Virgin Islands and Guyana. A passionate jogger, he is also an avid college football fan, particularly for the University of Virginia and Virginia Tech University, schools attended by his two children.



David Lowe

Years ago, when the Government Accounting Office (GAO) asked David Lowe to teach the one-day course he had designed for GAO auditors worldwide, he confessed that he had never before taught.

Undeterred, a GAO supervisor told him “to fake it until you make it.” Lowe claims that by the third day of faking it, he felt he had made it and that he was made for the classroom. David loves teaching; “I’m still faking it,” he admits.

David served for eight years in the Air Force, including two years in Japan during the Korean War. Returning stateside, he was in charge of a reporting group on personnel matters. At Bolling Air Force Base in 1954, his office received the first base-level computer, a Univac. Later at the Pentagon, David began night school in a University of Maryland program.

During his years with GAO, David generally worked at the Pentagon, where he was assistant director in charge of management audits—family housing, emergency dispersal of aircraft and other program, economy and efficiency audits. On 9/11, he discovered that the office next to his old office had been destroyed. He called and found that his former colleagues were safe.

Brooklyn born, David returns twice a year for five days to lower Manhattan, where he dons his old accent to teach Basic Government Auditing. “I have a love fest with New York,” and he prizes the diversity in his classroom. “I also have a love affair with the Graduate School,” where he has cut back his teaching schedule to 80 days a year.

David and his wife have raised six children in suburban Maryland. At their Bethany Beach summer home, David golfs, walks and relaxes with six grandchildren.

Jerry Nance

Jerry Nance has taught some 25 courses in human resources management and supervision for the Graduate School, not only in St. Louis near his home but also in the southwestern and western sections of the United States. He recently traveled to Seoul, South Korea to present Human Resources Management for Supervisors, a course which must be continually updated to be *au courant* with new guidelines, regulations and revisions.

After completing a bachelor’s degree in business administration at Southern Illinois University, Jerry worked for the university in a staff development position while doing graduate study. In 1973 he joined the Civil Service Commission (CSC), which is now the Office of Personnel Management. As the service center director for the CSC in the St. Louis office, he provided technical assistance to agencies and practical and user advice regarding their staffing and placement needs.

Jerry likes teaching, “It is encouraging to see people develop skills and become interested in public service.” He often tailors a course to meet the requests of a client. An example is the course he taught at Mitchell Air Reserve Base in Milwaukee on supervising teams to a high performance level. He also successfully met a challenge when the Department of Energy’s Chicago office asked for a highly interactive two-day session on team building.

After hours Jerry enjoys golf, fishing and other outdoor activities. This fall presents a logistical test. Two sons are playing varsity football at different universities—in Indiana and Ohio—on the same Saturday afternoons. This proud father intends to cover both games.



Richard Rodieck

Richard Rodieck embarked on a second career when he retired from the federal government in 1999 and began teaching for the Graduate School—a job he loves. Richard had worked in all areas of human resources management, primarily as a human resources specialist at the Office of Personnel Management (OPM) and as the classification and staffing manager for the Pacific Southwest region of the U.S. Forest Service. He

also was chief of classification for the National Conservation and Resource Agency (formerly the Soil Conservation Service). Throughout his federal career, he taught classification for OPM’s training center.

A native of northern California, Richard graduated from the Air Force Academy in 1970; as an officer he served in Viet Nam and taught at the Air Force Navigation School. From his home in Palm Springs, California, Richard travels the Graduate School’s western region to teach courses in human resources management, position management, classification and pay setting. He also assists the Washington, D.C. office. In his spare time, he is in the gym as a certified trainer or working at home on a remodeling project.

William Wisniewski

Bill Wisniewski’s career spans 33 years of government service, primarily at the Internal Revenue Service (IRS) and at the Environmental Protection Agency (EPA). For 10 years he worked in human resources, information services, budgeting and strategic planning for EPA and was assistant regional administrator for policy and management for the mid-Atlantic region. In this senior executive service position, he was responsible for all management functions, including human resources, information services, financial, grants, strategic planning and facilities, for 1,200 employees in a six-state area. After 9/11, for the Department of Homeland Security, he screened and assessed candidates for air marshal positions. He interviewed federal marshals, border patrolmen and others with law enforcement experience.

For the Graduate School, Bill has taught 23 courses in our human resources, budget and leadership curricula over four years. When the Defense Logistics Agency outside Philadelphia requested a course on preventing violence in the workplace, he developed and taught it to 500 managers and 2,500 employees.

Bill loves teaching as a second career. He has taught in our eastern region and in Washington, D.C., and in 2004 he will instruct in our western region. Besides the regular course evaluations, he prizes positive reactions from individual students. Bill received a bachelor of science degree in management from Temple University and worked in the organization management program at the University of Pennsylvania. He enjoys his two grandchildren and saltwater fishing with his two sons.



Gary Evans

Gary Evans has turned his retirement years into a period of creative and productive activity. He is the director of the Natural Resources Distance Learning Consortium, a new program run by Virginia Tech University and the U.S. Forest Service. Its Web-based instruction will enable government employees in rural areas to pursue professional degrees, such as masters

degrees in forestry or natural resources. Initially, courses will focus on land management, recreation planning and understanding the new laws and regulations of our cultural heritage resources, which are managed according to federal statute wherever these resources are on public lands.

Gary’s academic background is in natural resource management: beginning with a bachelor of science degree in forestry and a master of science degree in range management and soils from the University of Idaho. He received his doctorate from Colorado State University where his research was on natural resources and decision theory. Using 1972 state-of-the-art technology, he developed decision models for farmers and livestock producers.

A forty-year employee at the Department of Agriculture, Gary first worked in Idaho, then in Colorado and Texas and in 1976 moved to Washington. Twenty-four years ago the late Ben Osborne, who chaired the natural history field studies curriculum at the Graduate School, encouraged Gary to join its faculty. Gary teaches courses on ecology and the deciduous and coniferous forest systems. He chairs our Natural History Field Studies Advisory Committee and serves on the board of directors of the Audubon Naturalist Society, co-sponsor with the Graduate School of the natural history program.

GS Offers Supervisory Training to TSA Employees



In August and September the Graduate School delivered their Introduction to Supervision course to approximately 500 supervisors of airport security screeners for the new Department of Homeland Security’s Transportation Security Agency (TSA). After meeting with our Senior Client Relations Manager Nancy Hill, TSA’s Leadership Institute concluded that our weeklong introductory course would meet the immediate training needs for the newly hired supervisors.

On-site classes took place at airports nationwide—Dulles, Orlando, Dallas-Fort Worth, Logan—in all, 17 sessions at 12 airports. With only three weeks to finalize the arrangements, Nancy received excellent support from our delivery staff in the School’s regional offices.

Graduate School instructor Kay Snider taught at the first training session at Dulles International Airport on August 25. On hand from the School were Nancy and Al Officer, who is the delivery representative for the D.C. class. Dan Wilson, Dulles Airport training coordinator, welcomed the attendees, and Charlie Brady, field security director for the airport, addressed the group.

Charlie Brady, field secretary of the Transportation Security Agency at Dulles Airport, welcomes students to the first Introduction to Supervision class.



At the first Introduction to Supervision class were Transportation Security Agency training coordinators Bob Czincila and Dan Wilson and Graduate School instructor Kay Snider.

Graduate School Enters Exchange Program with Italy



Executive Director Jerry Ice recently signed a Memorandum of Understanding (MOU) between the Graduate School’s International Institute and the Republic of Italy’s National School for Public Administration. The MOU outlines an agreement for creating and implementing an exchange program for American and Italian civil servants. The purpose is to foster the professional development of emerging leaders in both countries while advancing international cooperation and understanding. The National School is Italy’s premier provider of training and professional development for public officials and senior civil servants. The program will begin in late 2003 or early 2004.

MESSAGE FROM THE EXECUTIVE DIRECTOR



Throughout the Graduate School, USDA, information technology is entwined with our programs, course delivery and our staff’s ability to create new programs.

Technology courses abound in our IT curriculum area. In our daytime program we offer 139 courses in our catalog, and on our Web site we have added more—specifically in Adobe Photoshop and in publishing with Adobe Acrobat. In our evening and weekend classes there are 39 courses. These numbers do not include the on-site and customized training we can offer agencies and organizations.

Our Curriculum and Product Development Center has created a road show for clients to see how the tools of technology can enhance the learning experience. Whether via satellite, Internet or CD-ROM, the Graduate School can tailor classes to meet particular needs.

On the School’s Blackboard platform we are adding blended learning components to all our nationwide daytime courses. Presently, enrolled students may visit a “learning resource center” on the Internet for the course “Human Resources Management for Supervisors and Managers.” There individuals can find course information, faculty biographies, the course syllabus, a bibliography and Web links to other resources. New readings and handouts are posted periodically; these provide reviews for students and updates for alumni. Our leadership and evening programs are also employing this technology.

Graduate School staff members, both in Washington and nationwide, have participated in WebEx presentations, made possible by teleconferencing and the use of PowerPoint slides. With this technology we can schedule nationwide staff meetings and hear comments from everyone while reviewing the same visuals.

These tools of information technology will never supplant the traditional classroom. But they can augment and reinforce the learning experience. The Graduate School’s use of the latest technology is another example of our commitment to lifelong learning.

Dr. Jerry Ice

NEWSbriefs

FEW CONFERENCE

The Graduate School sent four representatives to the Federally Employed Women’s Conference (FEW) in Chicago, July 7–11. Instructor Cassandra Reynolds Jordan spoke on “Making the Human Resources System Work for You,” and Judy Tabachow and Harry Jenkins of our Curriculum and Product Development Center made their presentation, “Watch This Site: Building Incentives for Self-directed Learning.” Leadership and Management Program Manager Gary Dzurec addressed the 2,000 attendees on our “Leadership Effectiveness Inventory: Assessing Your Leadership Skills.” Graduate School programs and services were also exhibited.

AL TYREE NAMED TOC CHAIR

The Training Officers Conference (TOC) recently selected Graduate School Client Relations Manager Albert Tyree as their institute chair for 2003–2004. TOC provides government, primarily federal, and industry trainers an opportunity to network, share ideas and discuss issues and trends affecting training in the human resources development community.

EMERGENCY PREPAREDNESS CONFERENCE

The Graduate School and the D.C. chapter of the Association of Contingency Planning (ACP) will co-sponsor a conference on emergency preparedness and contingency planning, “Best Practices in Business Continuity: A Global Perspective from the Nation’s Capital.” Scheduled for October 29 at the Renaissance Hotel, the major speakers will be Tom Daniel,

former director of preparedness for the Department of Defense, and Stephen Perry, administrator of the General Services Administration.

SPEAKER FOR DOC COOKE MEMORIAL EVENT

As the keynote speaker at the first memorial for David O. “Doc” Cooke at the Excellence in Government conference on June 30, retired Capt. D. Michael Abrashoff, U.S. Navy, received an enthusiastic reception. Held in Washington, D.C. and attended by 1,100, the Graduate School and *Government Executive Magazine* co-sponsored the event to honor Doc Cooke, who had long championed the public employee.

CYPRUS DAIRY INDUSTRY DEVELOPMENT PROJECT

In late 2002, the Graduate School partnered with the University of Wisconsin’s Babcock Center for International Dairy Research to implement the Cyprus Dairy Industry Development Project, designed to enhance relations between the Greek and Turkish partitions of Cyprus and to assist with the island’s efforts to join the European Union (EU).

The program has produced three projects: the translation of EU regulations into Turkish and the distribution of a farm management checklist detailing practices that meet EU and U.S. import standards; farm surveys which note where improvements are necessary in infrastructure, sanitation and feeding systems; and the establishment of two demonstration farms in each partition that demonstrate economically productive and sustainable practices.